

Universal Orlando Background Program

The Process

- **Completion Of Application**
- **Job Offer Extended Contingent Upon Criminal History Check**
- **Waiver Executed, Livescan Collection Of Demographics And Fingerprint Data**
- **Information Transmitted To FDLE**
- **Email Notice That Results Are Available**
- **Results Reviewed**
 - Cleared records are attached and stored
 - Criminal history is reviewed for guideline compliance
- **Applicant Is Contacted For Follow-Up Interview**
 - Offer withdrawn if applicant is outside of guidelines
 - Applicant may be instructed to obtain court documentation
 - Documentation is reviewed
 - Applicant never returns
 - Offer is withdrawn
 - Applicant is cleared, begins employment, records stored

Choice Point/Autotrack (11/98-1/00)

- **Process**
 - Applications reviewed to collect current and past residences
 - SSN search (\$5) to verify information and obtain additional addresses
 - Criminal history ordered from each known state or county
- **Cost Per Applicant**
 - \$15-\$300+ depending on number of previous locations
- **Return Time**
 - Varied from 2 days to 3 months
- **Criminal Histories**
 - 13,894 Applications
 - 16% had criminal histories
 - Internal review process and matrix created

Fingerprint Cards

2/00-12/02

- **Process**
 - Security fingerprints all applicants creating fingerprint cards
 - Fingerprint cards were mailed to FDLE after orientation
 - FDLE check of State records, then forward to the FBI for NCIC check
- **Cost Per Applicant**
 - \$39 per applicant
- **Rejection Rate**
 - 34%
- **Return Time**
 - FDLE 2-4 weeks
 - FBI 4-8+ weeks
- **Criminal Histories**
 - 23,579 Applications
 - 13% had criminal histories
 - 55% were terminated; ALL after attending orientation and working for several months
 - 45% were cleared and continued their employment

Electronic Fingerprint Submission

(12/02-12/06)

- **Process**
 - Fingerprints scanned electronically into the Crossmatch System
 - The System transmits the fingerprints to FDLE
 - FDLE checks Florida database, then forwards prints to the FBI for NCIC check
- **Cost Per Applicant**
 - Originally \$39, increased to \$47 July 1, 2003
- **Rejection Rate**
 - < 2%
- **Return Time**
 - Normally received within 2-24 hours
- **Criminal Histories**
 - 30,512 Applications
 - 10% had criminal backgrounds
 - 54% were terminated
 - 46% were cleared

Summary

- **From 11/98-Present, More Than 68,000 Offered Employment**
 - 54,091 Checks through VECHS program
- **Steady Decrease In The Number Of Criminal Histories**
 - First 6 months more than 20%
 - Last 6 months less than 10%
- **Consistent Follow-Up Results**
 - Clearance rate of 46%
 - Offer withdrawn or termination rate of 54%
- **Reprint Rejection Rate Decreased From 34% to < 2%**
 - Reduced history returns from as much as 8+ weeks to 2 hours
 - Reduced recruiting and training costs by greater than \$100,000
- **No One Begins Work Before Histories Are Received**
- **MOST COMPLETE CRIMINAL HISTORY CHECK POSSIBLE**
 - Evaluation of other Vendors and what is offered
 - Unprecedented level of safety for all guests and employees
